UNITED NATIONS

ST

Secretariat

ST/AI/362
21 May 1990

ADMINISTRATIVE INSTRUCTION

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: 1990 COMPETITIVE EXAMINATION FOR PROMOTION TO THE PROFESSIONAL CATEGORY OF STAFF MEMBERS FROM OTHER CATEGORIES*

1. The present administrative instruction, which governs the 1990 competitive examinations scheduled to be held in September and November 1990, supersedes administrative instruction ST/AI/357 of 14 August 1989. It is issued pursuant to Secretary-General's bulletin ST/SGB/173 of 29 August 1979 and takes into consideration the reports of the Central Examination Board (CEB) on the previous examinations and the recommendations made by the Staff/Management Co-ordination Committee as a result of its review of the procedures governing the competitive examination.

2. The purpose of the present instruction is to set out policies and procedures governing the selection of occupational groups for which the examination will be held, the selection of posts at the P-1 and P-2 levels subject to geographical distribution to be filled by promotion through the examination, the eligibility requirements for staff members wishing to sit for the examination, the organization of the examination and the selection and promotion of successful candidates. The selection of staff to fill Professional posts with special language requirements, such as posts of translators and editors, will continue to be made through separate competitive examinations.

Selection of posts

3. The Office of Human Resources Management, taking into account information provided by departments and offices at all duty stations, has established projections of the P-1 and P-2 posts subject to geographical distribution that will

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* Personnel Manual index No. 4361.

be or are expected to become available during 1990. On the basis of these projections, CEB has made an initial identification of those types of posts that may be filled by promotion through competitive examination and has determined the occupational groups for which the examination is to be held, namely:

Administration

Engineering, architecture and related work 1/

Economics

Library and related work

Political affairs

Public information

4. The written portion of all examinations will be held in September 1990, except for the examination for engineering, architecture and related work which will be held in November 1990.

5. The total number of posts to be selected for this purpose will be approximately 30 per cent of the projected number of P-1 and P-2 posts subject to geographical distribution that will be or are expected to become available during 1990. The remaining P-1 and P-2 posts will be filled through the recruitment of external candidates or the reassignment of staff members already in the Professional category.

6. Prior to the oral examination, candidates convoked for that part of the examination will receive from the Office of Human Resources Management a list, approved by CEB, of all the posts available in the specific occupational group and will be requested to indicate in order of preference those posts for which they wish to be considered. After establishing the final ranking of candidates and taking into consideration the expressions of preference, CEB will select the posts to be filled through the examination. In addition to the list of posts, candidates will also receive a description of the functions for those posts. It should be noted that an expression of preference by a candidate for a particular post at a given duty station indicates the staff member's readiness to serve in that post at the duty station where it is located, if successful in the examination. The oral examination will not be held before the list of posts is available for distribution to the candidates concerned.

Applications

7. Staff members are invited to apply for up to two of the occupational groups in which the examination is to be held. An application form is annexed to the present instruction.

Eligibility requirements

8. The competitive examination is open to all staff members in the General Service and related categories, including the Field Service category up to and including the FS-5 level, provided that they hold a first-level university degree and have served a minimum of five years' continuous service in the Secretariat by

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31 December 1990; short breaks in service may, however, be allowed at the discretion of CEB. These staff members must furnish proof of a university degree.

9. In order to protect the acquired rights of long-serving staff, it has been decided to exempt from the above requirement those staff members who had served at least five years by 31 December 1989. For those staff members, the previous requirements will continue to apply:

(a) Short breaks in service may be allowed at the discretion of CEB;

(b) They have a satisfactory record of performance; the most recent performance evaluation report (PER) must be submitted with the application;

(c) They submit with their application acceptable evidence of post-secondary academic qualifications.

10. Staff members must have achieved a mark of at least 30 per cent in the written portion of any previous examination in the occupation(s) in which they are applying. In cases where the staff member did not obtain 30 per cent, the staff member should be prepared to submit to CEB a description of the efforts made in preparing for the new examination (e.g. courses taken, hours of study, materials used, field work, transcripts).

11. In addition to meeting the above-mentioned requirements, owing to the special technical requirements of the occupation, candidates applying to take the examination in engineering, architecture and related work should hold a degree in electronics or electrical engineering or telecommunications engineering.

12. Staff members who had previously served continuously for five years with the United Nations Secretariat, had resigned and, by 31 December 1990, would have served continuously for at least three years since their reappointment will also be considered eligible, provided that they satisfy the other requirements.

13. Staff members who have been found ineligible by CEB to sit for the examination will be informed of the reason for that decision. Staff members who have cause to believe that they have been unfairly excluded from participating in the examination may present their case to CEB for review. Such appeals must be received by CEB at Headquarters within 10 working days of the receipt of notification of rejection. In order to meet this deadline, candidates serving at offices away from Headquarters must submit their appeal to the Chairman of CEB by telegram.

Format and substance of the examination

14. The examination will be conducted in such a way as to take into account the cultural and linguistic diversity of the United Nations and will consist of both a written and an oral examination:

(a) Written examination (80 per cent of the marks). The written examination consists of two parts: part I, general examination; and part II, specialized examination. The general examination consists of section I, analytical capacity;

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section II, capacity to draft and to summarize; and section III, international affairs. The general examination is a core examination which is common to all occupations. The specialized examinations test knowledge of the occupations;

(b) Oral part (20 per cent of the marks). The oral examination is designed to evaluate the candidates' ability to communicate and to illustrate their views in a clear, understandable and concise way. Topics and questions used in the oral examination will be of a general nature, broadly related to the occupation. From two topics selected at random, the candidates will choose the one on which they wish to make their presentation. The candidates will also be asked complementary questions on the topic chosen, as well as other questions of a general nature, also broadly related to the occupation.

15. As a matter of principle, all the examination papers will follow a similar format. Likewise, a standardized format will be followed in the oral examination.

16. The written examination for a given occupational group will be simultaneously administered at all duty stations. It will be scheduled so as to permit all candidates who have applied for more than one occupational group to write the required papers. Eligible candidates will be informed in writing of the exact date, time and location of the written examination. The use of non-programmable calculators is permitted in all parts of the examination. Staff members who have to sit for the examination outside established working hours will be granted compensatory time off.

Composition and responsibility of the Central Examination Board

17. CEB is composed of five members appointed by the Secretary-General: a chairman selected from among staff serving at Headquarters, with the concurrence of the representatives of the staff; two members nominated by the representatives of the staff, one of whom will be from a duty station away from Headquarters; and two members nominated by the Assistant Secretary-General for Human Resources Management, one of whom will be from a third duty station. The membership of CEB announced in instruction ST/AI/357/Add.1 and Amend.1 for the tenth round of the examination will remain in office until the Board is reconstituted for the 1990 examination. The members of CEB for the 1990 (eleventh round) examination will be announced in an addendum to the present instruction and will remain in office until the Board is reconstituted.

18. CEB has the following responsibilities:

(a) To oversee the procedures and arrangements for the examination;

(b) To decide which occupations will be selected and to select posts for the examination;

(c) To screen all applications and determine the eligibility of candidates to sit for the examination;

(d) To review appeals and complaints of candidates regarding the examination;

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(e) To review and decide upon recommendations made by the specialized boards, especially on arrangements for the marking of papers, recommendations on which candidates are to be convoked to the oral examination, based on results of the written examination, recommendations on the attainment of the minimum professional standards required for promotion and recommendations for the promotion of successful candidates;

(f) To make recommendations to the Secretary-General regarding procedures for and possible improvements in future examinations.

Composition and responsibility of the specialized boards

19. A specialized board of examiners will be set up in each occupational group selected for the examination.

20. Each specialized board of examiners will be appointed by the Secretary-General and will consist of a chairman elected by the members of the specialized board, at least two members nominated by the Assistant Secretary-General for Human Resources Management and an equal number of members nominated by the representatives of the staff. Each specialized board will have a non-voting ex officio member representing the Assistant Secretary-General for Human Resources Management.

21. Under the overall responsibility of CEB, the specialized boards will:

(a) Mark the written examination;

(b) Report the results of the written examination to CEB;

(c) Make recommendations to CEB regarding the minimum professional standard required;

(d) Recommend to CEB the number of candidates (who are not identified by name) to be convoked to the oral examination for each occupational group, based on the results of the written examination;

(e) Conduct the oral examination;

(f) Recommend to CEB the final ranking of candidates (who are not identified by name) in order of merit by occupational group, based on the total of the combined results of the written and oral examinations.

Responsibility of the Examinations and Tests Section

22. In accordance with Secretary-General's bulletin ST/SGB/Organization, section P (II), the Examinations and Tests Section has administrative responsibility for conducting the examinations.

23. Working on the basis of the recommendations of the Staff/Management Co-ordination Committee, as approved by the Secretary-General, and in close co-operation with CEB, the Examinations and Tests Section is responsible for:

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(a) Ensuring the preparation and validity of examination materials;

(b) Ensuring the confidentiality of all materials and providing for security at all stages of the examination process;

(c) Co-ordinating with designated Secretariat staff the preparation of materials at different stages of the examination;

(d) Arranging for the issuance of an information circular and of sample examination papers;

(e) Making arrangements for simultaneous world-wide conduct of the examinations;

(f) Convoking all candidates to the written and oral examination, in close co-operation with CEB;

(g) Ensuring the objectivity of examination procedures at all stages of the examination, working in close co-operation with CEB and the specialized boards;

(h) Providing ex officio members for each specialized board as representatives of the Assistant Secretary-General for Human Resources Management;

(i) Working directly with consultants and ensuring maximum security while doing so;

(j) Arranging for the production and printing of all materials under maximum security conditions;

(k) Arranging for the dispatch of materials and storage at centres under maximum security conditions;

(l) Providing support and assistance to the examination at all stages.

Languages of the examination

24. In accordance with General Assembly resolution 37/235 D, candidates participating in the examination shall be permitted to take the examination in any of the working languages of the regional commissions, with due regard to the requisite proficiency in one of the working languages of the Secretariat. In order to demonstrate such proficiency, all candidates will have to take section II of the general paper in either English or French. Alternatively, candidates may elect to take the whole written examination in a working language of a commission other than English or French and to sit for a special language test in either English or French. In all cases, the oral examination must be taken in either English or French. Additional information on the format of the written examination as well as lists of topics that may be helpful in preparing for the examination will be included in a separate circular and will, to the extent possible, be made available in all the languages of the regional commissions. Sample questions are available at all duty stations.

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Marking of the examination

25. The specialized board of examiners for each occupational group will organize the marking of the examination papers. All papers will be kept anonymous until after they have been marked. Each specialized board will then submit to CEB a list of candidates (who are not identified by name) to be convoked to the oral examination on the basis of the results of the written examination. The number of candidates convoked for the oral part of the examination will normally be three times the number of posts available in that group, it being understood that more candidates may be convoked if the specialized boards consider it to be warranted. The oral examinations will be graded separately by each member of the specialized board of examiners interviewing the candidates, without relation to the grading of the written test.

26. The candidates for each occupational group will be ranked on the basis of their combined scores in the written and oral parts of the examination. In the event of a tie, the specialized boards will be responsible for recommending to CEB the most equitable ranking of candidates. Bearing in mind the provision of Secretary-General's bulletin ST/SGB/173 that the competitive examination procedure is to "provide eligible staff members with an opportunity to compete for selected posts for which they qualify" and taking into account the level of difficulty of the examination as a whole, the specialized boards will make recommendations as to the level above which the candidates will be considered to be qualified to perform at the Junior Professional level. The final ranking of the candidates by occupational groups will be established by CEB on the basis of these recommendations. The recommendation concerning the qualification of candidates to perform at the Junior Professional level and the final ranking will be carried out with full respect for anonymity.

Allocation of posts and promotion

27. Successful candidates will be promoted against the posts selected for the examination. The Office of Human Resources Management, in co-operation with CEB, will be responsible for the assignment of successful candidates to posts in the occupational groups in which they have succeeded after taking into account, in order of priority, the ranking of the candidates in the examinations, the stated preferences of the candidates and the relevant views, if any are forthcoming, of the departments or offices in which the posts are located. Successful candidates will normally be expected to serve at least three years in their new post. Candidates who do not wish to be assigned to the post or posts available to them relinquish ipso facto their claim to promotion under the 1990 competitive examination. CEB will make the final recommendations to the Secretary-General with regard to the assignment of successful candidates. When approved by the Secretary-General, the recommendations of CEB will be implemented. If a candidate who is promoted separates from the Organization within six months of the implementation of the promotion, the next-ranked unplaced candidate who has been certified as having met the minimum professional standard for promotion will be offered the post. In the event that no candidate is available in the relevant occupational group, the unused quota should be allocated to the occupational group that has the largest number of unplaced successful candidates, up to the limit of available posts in that occupational group. Should there be two or more

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occupational groups with the same number of successful unplaced candidates, the unused quota would then be allocated to that occupational group with the smallest number of candidates who have been placed.

28. Successful candidates who are at the top level of the salary scales of the local General Service and related categories or at the FS-5 level will be recommended for promotion to P-2. Those below these levels will be recommended for promotion to P-1, except for those staff members who, at 31 December 1990, will have served the Organization continuously for 10 years or more; such staff members will also be recommended for promotion to P-2. The salary step at the P-1 or P-2 level will be determined on the basis of staff rule 103.9 on salary policy in promotions. At duty stations where a General Service staff member's remuneration, when computed for promotion purposes under that rule, exceeds the ceiling step of P-1 or P-2, as the case may be, the staff member will be paid a personal transitional allowance in an amount sufficient to meet the requirements of that rule. As a result of the post adjustment system, a loss in net salary may be experienced for staff who change duty stations.

29. The names of the successful candidates will appear in the information circular on appointments, promotions and other staff changes, which is issued quarterly. The effective date of promotion of the successful candidates will be the first of the month in which they assume the functions of the post for which they have been selected.

Informing candidates of results

30. The Examinations and Tests Section will, upon completion of the examination, communicate in writing to all candidates their ranking achieved in each section of the written examination. Those candidates who have taken the oral examinations will be given their ranking in this part of the examination. The Office of Human Resources Management will also issue a general report on the conduct and results of the examination to the staff.

General

31. Staff members who have complaints with respect to the procedures and arrangements for this examination should contact CEB within 10 working days of the event which gave rise to the complaint.

32. The Office of Human Resources Management will provide a secretariat to service the boards.

33. In the light of experience with the examinations, the procedures will be reviewed and modified as necessary.

Notes

1/ This examination will focus on the engineering aspects of the occupation.

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Annex

APPLICATION FOR THE 1990 COMPETITIVE EXAMINATION FOR PROMOTION TO THE PROFESSIONAL CATEGORY OF STAFF MEMBERS FROM OTHER CATEGORIES

(United Nations Secretariat staff members only)

N.B. The deadline for receipt of applications by CEB (United Nations Headquarters) is 9 July 1990.

All correspondence with candidates will be conducted on the basis of the information given below. Candidates are responsible for informing CEB of any change of address.

SECTION I. PERSONAL DATA

Please use a typewriter or print legibly.

Last name (family name): |_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|

First name: |_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|

Date of birth: Day |_|_| Month |_|_| Year |_|_|_|_|

Sex: F |_| M |_|

Index No. |_|_|_|_|_|_| a/

Nationality: |_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|

Category: |_|_| Present level: |_|_| Level at 1.1.79: |_|_|

Date of entry in United Nations Secretariat: Day |_|_| Month |_|_| Year |_|_|_|_|

Type of appointment: Fixed term |_| Probationary |_| Permanent |_|

Expiration or review date: Day |_|_| Month |_|_| Year |_|_|_|_|

Main language: (Mother tongue) |_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|

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Please check below the occupational group(s) for which you wish to take the examination. You may apply for no more than two occupational groups.

ADMINISTRATION |_| ENGINEERING, ARCHITECTURE AND RELATED WORK |_|

ECONOMICS |_| LIBRARY AND RELATED WORK |_| POLITICAL AFFAIRS |_|

PUBLIC INFORMATION |_|

Date of latest performance evaluation report: Day |_|_| Month |_|_| Year |_|_|_|_| b/

Duty station: _____

Organizational unit: c/ _____

Department/Office: _____
(write in full)

Room No.: _____ Telephone No.: _____

Home telephone No.: _____ (Owing to time differences at duty stations away from Headquarters, candidates are requested to indicate their home telephone number to facilitate communications from Headquarters of an urgent nature.)

Were you convoked to sit for previous competitive examinations? No |_|

Yes in: 1979 |_| 1981 |_| 1982 |_| 1983 |_| 1984 |_| 1985 |_|
1986 |_| 1987 |_| 1988 |_| 1989 |_|

If yes, did you actually take the examination? No |_|

Yes in: 1979 |_| 1981 |_| 1982 |_| 1983 |_| 1984 |_| 1985 |_|
1986 |_| 1987 |_| 1988 |_| 1989 |_|

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a/ Appears normally on your monthly salary statement, P.5 forms or grounds pass; if not, please contact your Personnel Officer to obtain your number.

b/ Must be within the normal reporting period of three years.

c/ Please select from this list: Headquarters, ECA, ECE, UNDRO, HR, UNOG, UNCTAD, UNOV, UNIC, ESCAP, ECLAC, ESCWA, UNTSO, UNMOGIP, UNIFIL, UNCHS or OTHER (specify).

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SECTION II. EDUCATION

List your qualifications at the secondary and post-secondary level, indicating the certificate, diploma or degree received.

Written proof of post-secondary education MUST BE ATTACHED to this application. (Send photocopies, do not send any originals.) FAILURE TO DO SO WILL MEAN THAT THE APPLICATION WILL BE DISREGARDED.

ALL INFORMATION AND DOCUMENTATION ALREADY SUBMITTED WITH PREVIOUS APPLICATION MUST BE RESUBMITTED WITH THIS APPLICATION.

CERTIFICATE, DEGREE OR DIPLOMA Exact title in original language. For work towards a degree, please list number of credits	INSTITUTION NAME PLACE COUNTRY	PERIOD OF STUDY Month Year	DESCRIPTION OF COURSES OR MAIN FIELD OF STUDY
Secondary studies		From: _____ 19	
		To: _____ 19	
Post-secondary studies		From: _____ 19	
		To: _____ 19	
		From: _____ 19	
		To: _____ 19	

If you need more space, attach additional pages.

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SECTION III. LANGUAGES

If you have successfully passed a United Nations language proficiency examination (LPE), please indicate the year you obtained the certificate. If you did not pass LPE, indicate your level of ability in the boxes below using the following code letters: A = fluently, B = quite easily, C = not easily.

If you are or have been enrolled in any language course, please indicate the institution and the highest level completed or the diploma obtained.

Language	LPE year	Read	Understand	Speak	Write	Institution and diploma (Period(s) of study)

/...

SECTION IV. OCCUPATION(S) FOR WHICH YOU ARE APPLYING

Name _____

Office _____

Room No. _____

Duty station _____

Country _____

Sex: F |_| M |_|

Index No.: _____

Please check below the occupational group(s) for which you wish to take the examination. You may apply for no more than two occupational groups.

ADMINISTRATION |_| ENGINEERING, ARCHITECTURE AND RELATED WORK |_| ECONOMICS |_|

LIBRARY AND RELATED WORK |_| POLITICAL AFFAIRS |_| PUBLIC INFORMATION |_|

<u>Indicate the language in which you wish to take the examination</u>:

(a) Written part, general paper, sections 1 and 3	|_____|	(Write language in full for each part of the examinations in appropriate boxes.)
(b) Written part, general paper, section 2	|_____|	
(c) Written part, specialized paper	|_____|	
(d) Oral part	|_____|	

If you plan to write section 2 in a working language of a regional commission other than English or French, please indicate in which of the working languages of the Secretariat you wish to take the special language test:

English |_| French |_|

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SECTION V. CERTIFICATION OF ACCURACY OF INFORMATION PROVIDED

Fully completed applications, together with proof of post-secondary education and of language ability (if you did not pass LPE or are not enrolled in a United Nations course) must be received by CEB NO LATER THAN 9 July 1990 in a sealed envelope marked CONFIDENTIAL, addressed to:

CENTRAL EXAMINATION BOARD SECRETARIAT
Office of Human Resources Management - Room S-2535
United Nations Secretariat
New York, N.Y. 10017, USA

For duty stations other than New York, please use the United Nations pouch.

IMPORTANT: APPLICATIONS THAT ARE INCOMPLETE OR DO NOT INCLUDE ESSENTIAL INFORMATION MAY BE REJECTED.

I certify that the above information is correct to the best of my knowledge and I understand that any misrepresentation would lead to my elimination from the examination and to possible disciplinary action. I further understand that it is my responsibility to report immediately any changes in the above information to the Central Examination Board.

Date: _____ Signature: _____

List enclosures: _____

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|__| MOST RECENT PERFORMANCE EVALUATION REPORT

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COMPETITIVE EXAMINATION FOR PROMOTION TO THE PROFESSIONAL CATEGORY OF STAFF MEMBERS FROM OTHER CATEGORIES

The information below will be used as your mailing label; please print or write legibly.

Name _____

Office _____

Room No. _____

Duty station _____

Country _____

CEB STAMP

This portion will be returned to you to acknowledge receipt of your application.